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General characteristics of Wisconsin tribal Indians as they relate to employment factors and needs are outlined. Household and individual surveys were conducted which yielded information pertaining to: residence; employment statistics; primary occupations; industrial employment; educational level and school status; educational level and income; marital status; education and training desires; and mobility. Statistical data adds significance to the narration presented. Samples of the household and individual questionnaires are included in the appendix in addition to job training interest tables. (SW)

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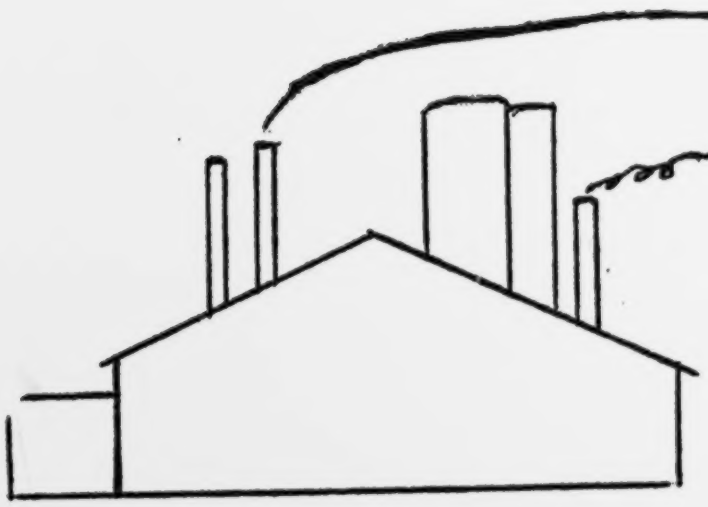

EMPLOYABILITY FACTORS AND NEEDS OF WISCONSIN TRIBAL INDIANS

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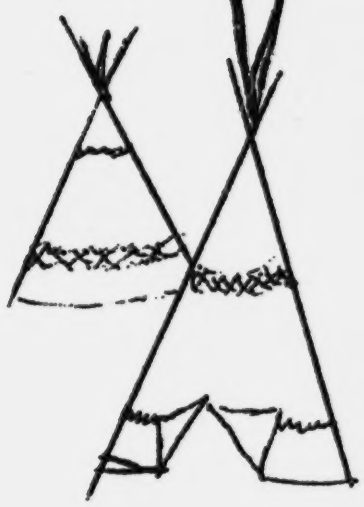
A Division of the
DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS



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A STUDY OF THE EMPLOYABILITY FACTORS AND NEEDS OF WISCONSIN TRIBAL INDIANS

Wisconsin State Employment Service
A Division of the
Department of Industry, Labor and Human Relations
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Foreword

This study is an attempt to outline some general characteristics of Wisconsin Tribal Indians as they relate to their employment needs. The need for this information has taken on increasing importance with the addition of five Indian Community Workers to the Employment Service staff in four district office areas, addition of stafff to the Great Lakes Inter-Tribal Council Community Action Agency, and the ever increasing number of manpower development programs.

The preliminary plans for this study were drawn up in April 1967. Early in May 1967, 30 Indians representing the various tribal areas in Wisconsin were hired to conduct the actual survey. These workers then received two days of intensive training in use of the survey questionnaires. From May 10 through June 9 the survey workers, under supervision of WSES personnel, attempted to contact every known Indian household in their area and complete a household questionnaire for each household and an individual questionnaire for all persons 16 years of age and over. A sample of these questionnaires may be found in the Appendix. Upon completion of the survey, the questionnaires were coded, key punched, and the data computer processed. The original survey questionnaires were then returned to the WSES district offices. The territories served by WSES offices are shown on the map on page 3.

The key punch cards are on file in the WSES administrative office and additional or more detailed information is available upon request.

We wish to thank the Great Lakes Inter-Tribal Council and its CAA for its assistance in recruiting the survey workers and in the development of the questionnaire and the survey workers for their diligence in conducting the survey. We also wish to thank all the persons who cooperated with the

survey workers in providing the detailed personal information.

The extent to which the information, brought out by this study, is put to use will, in the long run, determine its value. An attempt has been made throughout the report to indicate the implications and possible use for the data.

TERRITORIES SERVED BY WISCONSIN STATE EMPLOYMENT SERVICE

DISTRICT OFFICES

1. Appleton
2. Ashland
3. Beaver Dam
4. Beloit
5. Eau Claire
6. Fond du Lac
7. Green Bay
8. Janesville
9. Kenosha
10. La Crosse
11. Lancaster
12. Madison (Adult)
15. Manitowoc
16. Marinette
18. Milwaukee (Adult)
21. Oshkosh
23. Racine
24. Rhinelander
25. Sheboygan
27. Superior
28. Watertown
29. Waukesha
30. Wausau
31. Wis. Rapids

YOUTH OPPORTUNITY CENTERS

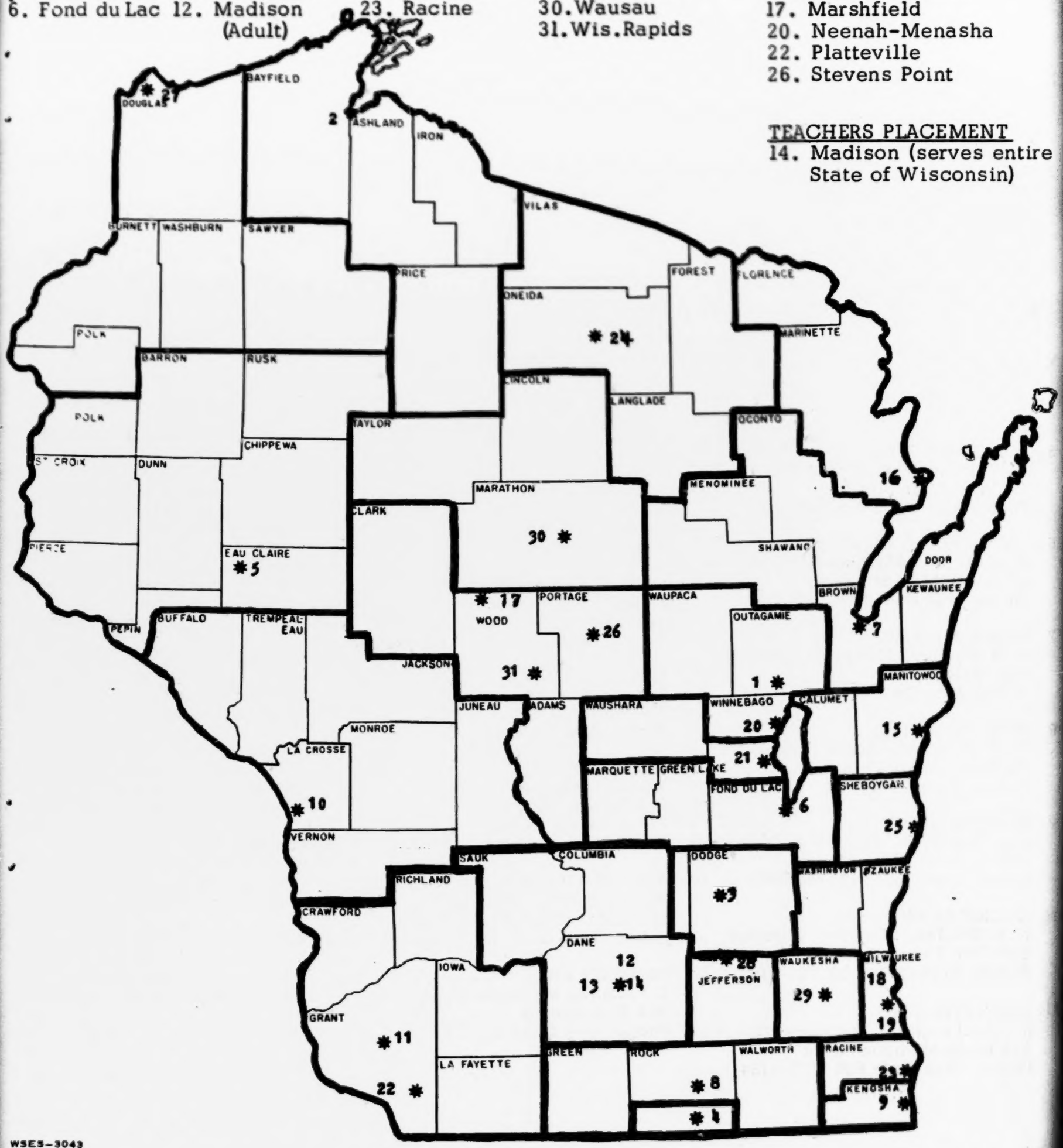
13. Madison
19. Milwaukee

BRANCH OFFICES

17. Marshfield
20. Neenah-Menasha
22. Platteville
26. Stevens Point

TEACHERS PLACEMENT

14. Madison (serves entire State of Wisconsin)



WSES-3043

Department of Industry, Labor and Human Relations

WISCONSIN STATE EMPLOYMENT SERVICE

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DISTRICT AND BRANCH OFFICES AND LOCATION

1. APPLETON 54911
A.P.Engebretson, Manpower
427 W.College Ave. - -Director
Phone: Area Code 414 733-4451

2. ASHLAND 54806
M.P.Hosmer, Manpower Director
220 Sixth Ave. West
Phone: Area Code 715 682-6655

3. BEAVER DAM 53916
J.E.Milovancevic, Manp.Director
138 Front Street
Phone: Area Code 414 885-5529

4. BELOIT 53511
W.R.Brooks, Manpower Director
417 Harrison Avenue
Phone: Area Code 608 365-8848

5. EAU CLAIRE 54701
D.W.Ickstadt, Manpower Director
418 Wisconsin Street
Phone: Area Code 715 834-2081

6. FOND DU LAC 54935
D.M.Kuter, Manpower Director
201 South Marr Street
Phone: Area Code 414 921-7330

7. GREEN BAY 54301
D.G.Huntley, Manpower Director
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Phone: Area Code 414 437-6525

8. JANESVILLE 53545
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211 North Parker Drive
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9. KENOSHA 53141
K.J.Kavanaugh, Manpower Director
1016 56th Street
Phone: Area Code 414 658-1693

10. LA CROSSE 54601
N.E.Schulze, Manpower Director
508 Fifth Avenue South
Phone: Area Code 608 782-8182

11. LANCASTER 53813
R.E.McLaughlin, Manpower Director
925 North Madison Street
Phone: Area Code 608 723-2154

12. MADISON (Adult Office) 53703
H.H.Forster, Manpower Director
206 North Broom Street
Phone: Area Code 608 257-8821

13. MADISON 53703
Youth Opportunity Center
G.E.Cousin, Director
415 West Main Street
Phone: Area Code 608 266-2020

14. MADISON 53702
Teacher Placement Service
A.E.Shipley, Chief
4802 Sheboygan Avenue
Phone: Area Code 608 266-3117

15. MANITOWOC 54220
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Phone: Area Code 414 682-8861

16. MARINETTE 54143
R.H.Moore, Manpower Director
Dunlap Square Building
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17. MARSHFIELD 54449 (Branch)
J.Burmeister, Supervisor
349 South Central Avenue
Phone: Area Code 715 387-2596

18. MILWAUKEE (Adult Office) 53203
R.H.Odland, Manpower Director
819 North 6th Street
Phone: Area Code 414 224-4201

19. MILWAUKEE 53203
Youth Opportunity Center
A.J.Sinsky, Director
710 North 6th Street
Phone: Area Code 414 273-1162

20. NEENAH-MENASHA 54956 (Branch)
W.G.Ingersoll, Supervisor
120 E.Wisconsin Ave., Neenah
Phone: Area Code 414 722-1517

21. OSHKOSH 54901
L.P.Smits, Manpower Director
304 High Avenue
Phone: Area Code 414 235-0880

22. PLATTEVILLE 53818 (Branch)
R.O.Sands, Director
Office of Placement Services
Wis.State University-Platteville
Phone: Area Code 608 348-2032

23 RACINE 53403
E.J.Kenitz, Manpower Director
618 Sixth Street
Phone: Area Code 414 637-9531

24. RHINELANDER 54501
F.G.Sanborn, Manpower Director
32A South Brown Street
Phone: Area Code 715 362-5406

25. SHEBOYGAN 53081
E.L.O'Neil, Manpower Director
934 Michigan Avenue
Phone: Area Code 414 457-5063

26. STEVENS POINT 54481 (Branch)
E.D.Jankowski, Supervisor
1101 Third Street
Phone: Area Code 715 344-2010

27. SUPERIOR 54880
J.X.Dreyer, Manpower Director
1616 Tower Avenue
Phone: Area Code 715 394-6661

28. WATERTOWN 53094
G.F.Friedl, Manpower Director
111 North Third Street
Phone: Area Code 414 261-4960

29. WAUKESHA 53186
L.G.Wittstock, Manp. Director
383 West Main Street
Phone: Area Code 414 547-7784

30. WAUSAU 54401
W.G.Winn, Manpower Director
714 First Street
Phone: Area Code 715 845-3195

31. WISCONSIN RAPIDS 54494
L.C.Kupper, Manpower Director
1681 Second Avenue South
Phone: Area Code 715 423-7300

Revised 8/68

Highlights of the Study

The survey workers contacted over 90 percent of the Indian households in the tribal areas selected for the study. These households included over 90 percent of the tribal Indians in these areas.

Nearly one-half of the persons included in the household survey were 16 years of age or under.

Detailed information was obtained from 2,021 individuals 16 years of age and over on an individual questionnaire.

About one-third of the 2,021 individuals were Oneida Indians from Brown and Outagamie Counties.

The unemployment rate was found to be about 23 percent with considerable variation between counties. In addition, over two percent of all the persons surveyed had given up seeking work because none existed in their area.

Only 20 percent of those surveyed earned over $3,000 in the past year in spite of the fact that over 40 percent worked at least 26 weeks.

The largest percentage of those employed were employed in manufacturing, but were primarily in low skill occupations.

The educational level of the Indians was on a par with most rural Wisconsin areas; however, it is primarily the women, not the men, who are attaining higher educational levels.

The most common reason for leaving school before graduation was the need to find work.

There was considerable interest in continuing education or in vocational training. About 40 percent expressed an interest in education, and about 50 percent, an interest in vocational training.

There was very little interest in commuting for work, but nearly 25 percent indicated they would move if suitable work could be found.

Household Survey

The survey covered a total of 1,121 households in 25 counties in Wisconsin. A total of 4,860 individuals residing in these households were included, and Table I gives a complete breakdown by age and sex of these individuals. These totals represent over 90 percent of the Indians residing in the counties surveyed according to the 1960 Census.

There were about an equal number of males and females in all the age groups and over 49 percent were 16 years of age or under.

TABLE I

Total of Household Survey by Sex and Age Group

Age Group	Number			Percent		
	Total	Male	Female	Total	Male	Female
Total	4,860	2,469	2,391	100.0	50.8	49.2
0 - 5	825	425	400	17.0	8.7	8.3
6 - 16	1,579	790	789	32.4	16.2	16.2
17 - 21	442	237	205	9.1	4.9	4.2
22 - 44	992	490	502	20.4	10.1	10.3
45 - 64	674	343	331	13.9	7.1	6.8
65 +	348	184	164	7.2	3.8	3.4

Note: 1,121 Households Surveyed.

Individual Survey

Part Two of the survey included 2,021 individuals 16 years of age and over. Table II shows the county and township of residence, by age and sex, of these 2,021 individuals. The counties are grouped by Tribal areas, however, where more than one tribe resides in a county no attempt has been made to separate them. Because many of the following tables do not contain a breakdown by place of residence, it should be noted here that nearly one-third of the total are Oneida Indians from Brown and Outagamie Counties. Other tribes provided substantial responses from Shawano, Sawyer, Bayfield, Vilas, Ashland, Forest and Jackson Counties.

The balance of the tables in this report are based on the 2,021 individual questionnaires. A comparison of the totals by age and sex in Table II with Table I indicates that only the over 65 age group failed to respond to the individual questionnaire in significant numbers. The 45-64 age group was somewhat more cooperative than the over 65 age group, but not as good as those under 45. Retirement and poor health by those over 65 and adequate employment by those 45 to 64 seem to be the reasons for the reduced response to the individual questionnaire.

TABLE II

County and Township of Residence by Sex and Age
By Tribal Area

County of Residence	Township	Total	Male					Female				
			Total	16 - 21	22 - 44	45 - 64	65 +	Total	16 - 21	22 - 44	45 - 64	65 +
Total		2,021	1,018	230	419	283	86	1,003	217	457	281	48
Red Cliff												
Bayfield		169	88	26	33	18	11	81	18	33	22	8
	Bayfield	45	24	9	9	5	1	21	4	10	5	2
	Russell	124	64	17	24	13	10	60	14	23	17	6
Bad River												
Ashland		144	81	22	31	22	6	63	15	32	14	2
	Sanborn	144	81	22	31	22	6	63	15	32	14	2
Oneida												
Brown		290	137	19	65	42	11	153	34	64	47	8
	Hobart	258	121	15	60	36	10	137	30	57	42	8
	Lawrence	5	3	2	-	1	-	2	1	-	1	-
	Ashwaubenan	12	6	2	-	3	1	6	1	2	3	-
	Green Bay "C"	15	7	-	5	2	-	8	2	5	5	-
Outagamie		356	179	28	70	56	25	177	45	67	57	8
	Oneida	356	179	28	70	56	25	177	45	67	57	8
St. Croix												
Burnett		23	9	1	6	1	1	14	4	6	2	2
	Sand Lake	11	4	-	3	1	-	7	2	3	1	1
	Siren	3	1	-	1	-	-	2	1	-	1	-
	Menon	5	1	-	1	-	-	4	-	3	-	1
	Dewey	2	2	-	1	-	1	-	-	-	-	-
	LaFollette	2	1	1	-	-	-	1	1	-	-	-
Washburn		6	2	-	1	1	-	4	2	1	1	-
	Long Lake	2	1	-	1	-	-	1	-	1	-	-
	Evergreen	4	1	-	-	1	-	3	2	-	1	-
Polk		24	15	7	4	4	-	9	3	6	-	-
	George Town	13	8	4	1	3	-	5	2	3	-	-
	Balsam Lake	6	3	1	2	-	-	3	1	2	-	-
	Johns Town	5	4	2	1	1	-	1	-	1	-	-
Barron		28	14	3	10	1	-	14	5	8	1	-
	Maple Plain	18	8	1	7	-	-	10	4	5	1	-
	Cumberland	1	1	-	1	-	-	-	-	-	-	-
	Barron	9	5	2	2	1	-	4	1	3	-	-

"C" denotes City

(Continued)

County of Residence	Township	Total	Male					Female				
			Total	16 - 21	22 - 44	45 - 64	65 +	Total	16 - 21	22 - 44	45 - 64	65 +
Potawatomi Forest		101	56	12	28	12	4	45	8	25	12	-
	Nashville	42	25	6	11	7	1	17	4	6	7	-
	Wabeno	18	10	2	8	-	-	8	-	8	-	-
	Lincoln	28	14	1	8	2	3	14	4	6	4	-
	Crandon "C"	6	4	2	1	1	-	2	-	2	-	-
Oneida		4	2	-	2	-	-	2	1	1	-	-
	Monico	4	2	-	2	-	-	2	1	1	-	-
Lac Courte Oreilles Sawyer		191	85	28	31	23	3	106	19	52	32	3
	Hayward	41	17	3	9	5	-	24	3	14	7	-
	Bass Lake	55	26	11	8	7	-	29	5	16	8	-
	Couderay	27	13	3	5	5	-	14	5	6	2	1
	Hunter	33	13	6	2	4	1	20	2	9	9	-
	Sand Lake	35	16	5	7	2	2	19	4	7	6	2
Lac du Flambeau Vilas		154	76	15	44	17	-	78	14	46	17	1
	Flambeau	154	76	15	44	17	-	78	14	46	17	1
Stock-bridge Shawano		242	137	30	41	51	15	105	16	43	36	10
	Red Spring	101	58	12	17	23	6	43	4	15	18	6
	Bartelme	90	52	13	13	20	6	38	6	13	16	3
	Almon	4	1	-	-	1	-	3	2	1	-	-
	Herman	6	3	-	3	-	-	3	-	3	-	-
	Richmond	8	4	1	2	1	-	4	1	3	-	-
	Shawano "C"	3	1	-	-	1	-	2	1	-	1	-
	Birnamwood	9	5	2	1	2	-	4	1	2	1	-
	Wittenberg	6	3	-	1	2	-	3	-	3	-	-
	Wittenberg "C"	11	7	1	2	1	3	4	1	2	-	1
	Germania	2	1	-	1	-	-	1	-	1	-	-
	Fairbanks	2	2	1	1	-	-	-	-	-	-	-
Winnebago Adams		19	12	5	3	3	1	7	2	1	4	-
	Dell Prairie	4	3	1	-	1	1	1	-	-	1	-
	Friendship "C"	15	9	4	3	2	-	6	2	1	3	-
Clark		1	-	-	-	-	-	1	-	1	-	-
	Lewis	1	-	-	-	-	-	1	-	1	-	-
Juneau		35	15	3	7	3	2	20	3	9	4	4
	Kildare	13	6	1	1	2	2	7	2	1	2	2

(Continued)

County of Residence	Township	Total	Male					Female				
			Total	16 - 21	22 - 44	45 - 64	65 +	Total	16 - 21	22 - 44	45 - 64	65 +
Juneau (Con't)	Lyndon	19	8	2	5	1	-	11	1	8	-	2
	Lindina	1	-	-	-	-	-	1	-	-	1	-
	Lisbon	2	1	-	1	-	-	1	-	-	1	-
Columbia		7	3	-	2	1	-	4	1	3	-	-
	Newport	7	3	-	2	1	-	4	1	3	-	-
Sauk		40	19	7	6	4	2	21	3	12	6	-
	Delton	25	10	2	3	3	2	15	3	8	4	-
	Baraboo	15	9	5	3	1	-	6	-	4	2	-
Jackson		102	45	14	15	13	3	57	15	25	17	-
	Komensky	48	24	9	5	10	-	24	6	9	9	-
	Brockway	40	15	5	6	2	2	25	9	9	7	-
	Alma	1	-	-	-	-	-	1	-	1	-	-
	Black River Falls "C"	12	5	-	4	1	-	7	-	6	1	-
	Manchester	1	1	-	-	-	1	-	-	-	-	-
Wood		9	5	2	2	1	-	4	1	3	-	-
	Grand Rapids	4	3	1	2	-	-	1	-	1	-	-
	Port Edwards	2	-	-	-	-	-	2	1	1	-	-
	Seneca	3	2	1	-	1	-	1	-	1	-	-
Monroe		17	9	1	6	2	-	8	2	4	2	-
	Tomah	3	1	-	1	-	-	2	-	2	-	-
	LaGrange	5	2	-	1	1	-	3	1	1	1	-
	Byron	2	1	-	1	-	-	1	1	-	-	-
	Tomah "C"	6	4	-	3	1	-	2	-	1	1	-
	Lincoln	1	1	1	-	-	-	-	-	-	-	-
La Crosse		17	9	2	4	3	-	8	2	2	3	1
	La Crosse "C"	12	7	2	3	2	-	5	1	2	2	-
	Onalaska	2	-	-	-	-	-	2	1	-	1	-
	Holland	3	2	-	1	1	-	1	-	-	-	1
Trempealeau		2	1	-	1	-	-	1	-	1	-	-
	Trempealeau	2	1	-	1	-	-	1	-	1	-	-
Marathon		20	9	1	4	3	1	11	1	8	2	-
	Plover	1	-	-	-	-	-	1	-	1	-	-
	Wausau	6	2	-	1	1	-	4	-	4	-	-
	Weston	11	6	1	2	2	1	5	1	2	2	-
	Easton	2	1	-	1	-	-	1	-	1	-	-
Waupaca		1	-	-	-	-	-	1	-	1	-	-
Milwaukee		7	4	1	1	2	-	3	-	1	1	1
Miscellaneous		12	6	3	2	1	-	6	3	2	1	-

One of the most important factors which needs to be known before any planning of employment services can be done is the current employment status of the group to be served. To provide a background of this information, Table III shows employment status by age and sex and Table IV shows employment status by county of residence.

Table III shows some definite areas of need for employment services. The fact that nearly 35 percent of the men were not currently working is a serious problem. This is compounded by the fact that nearly 60 percent of the men between 16 and 22 were not working. About 70 percent of the women were not working, however, one-half of these women were in the age groups where family demand is greatest.

TABLE III

EMPLOYMENT STATUS BY SEX AND AGE GROUP

EMPLOYMENT STATUS	TOTAL	PERCENT OF TOTAL	MALE						FEMALE					
			AGE GROUP						AGE GROUP					
			TOTAL	PERCENT OF TOTAL	16-21	22-44	45-64	65+	TOTAL	PERCENT OF TOTAL	16-21	22-44	45-64	65+
TOTAL	2,021	100.0	1,018	100.0	230	419	283	86	1,003	100.0	217	457	281	48
NOT WORKING	1,048	51.9	352	34.6	133	75	77	67	696	69.4	147	309	199	41
WORKING PART-TIME	228	11.3	97	9.5	46	26	18	7	131	13.1	46	48	30	7
WORKING FULL-TIME	735	36.4	564	55.4	48	317	187	12	171	17.0	23	97	51	-
NO RESPONSE	10	0.4	5	0.5	3	1	1	-	5	0.5	1	3	1	-

The 1,048 persons not working as shown in Tables III and IV r presents slightly over one-half of the total persons surveyed. Howeve , only about one-fourth of the persons not working were actually see ing work. To arrive at a more true unemployment rate, we added the tota working both part-time and full-time and those not working but lookin for work to get a total labor force of 1,256. The 293 not working but looking for work thus represent a 23.3 percent unemployment rate. Th s compares with a 3.0 percent rate in this same period for the state as whole. Table IV indicates the unemployment rate among the Indians by county and shows the areas in most urgent need of employment services. ome counties had such a low number of responses that the unemployment rate is not meaningful so no figures have been given in these cases. The 293 persons not working but looking for work should become one of the pri e targets for employability and employment programs.

TABLE IV

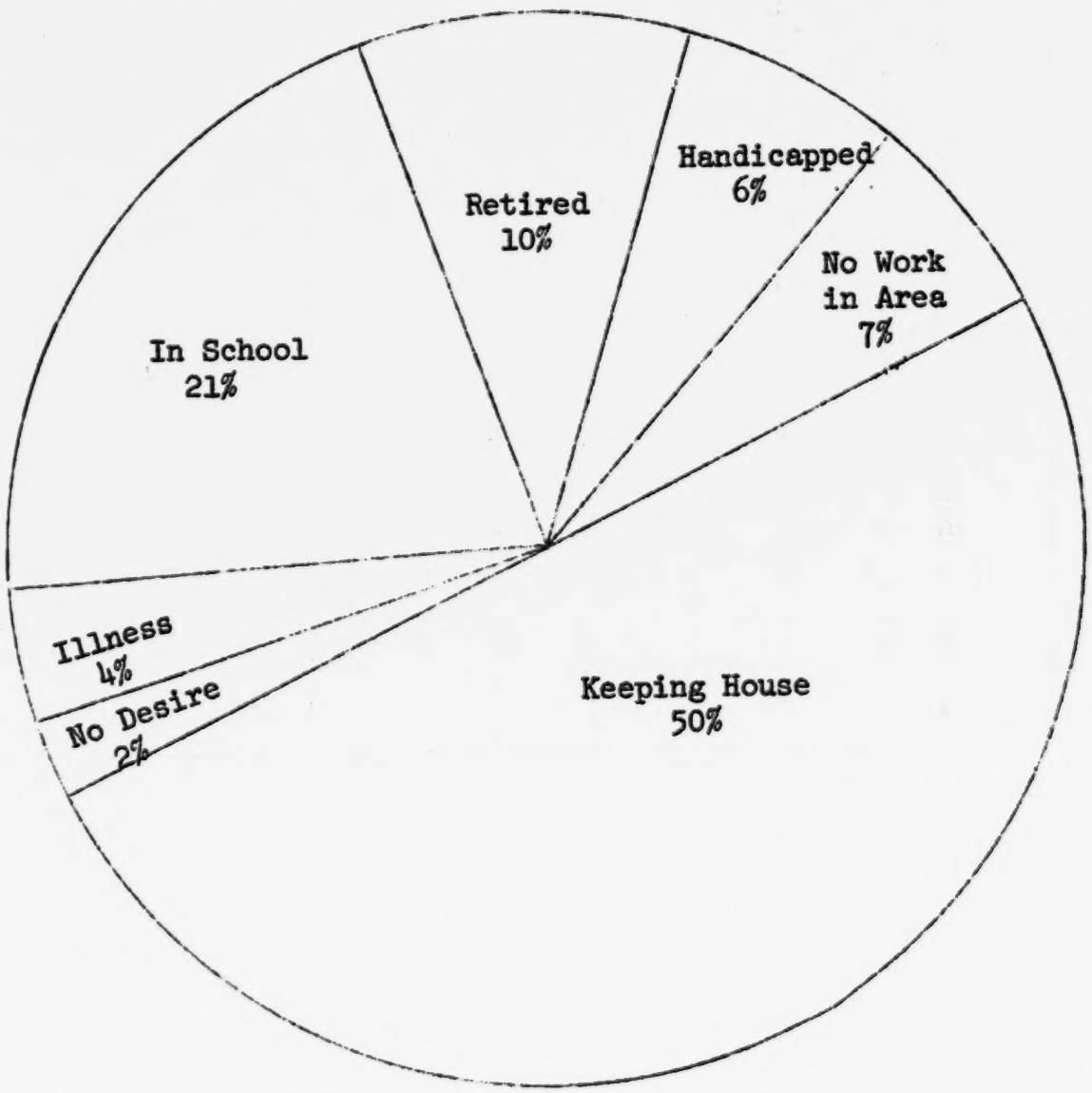
Employment Status and Unemployment Rate
By County of Residence

County of Residence	Employment Status				Not Working but Looking for Work	Unemployment Rate
	Not Working	Working Full-Time	Working Part-Time	No Response		
Total	1,048	735	228	10	293	23.3
Bayfield	93	53	23		18	19.1
Ashland	78	48	17	1	30	31.6
Brown	141	116	32	1	40	21.3
Outagamie	182	133	40	1	56	24.5
Shawano	133	82	26	1	42	28.0
Marathon	7	11	1	1		-
Waupaca	1					-
Adams	14	4	1		1	16.7
Clark	1					-
Wood	7	2			3	60.0
Forest	52	33	15	1	17	26.1
Oneida	3	1				-
Vilas	57	75	22		13	11.8
Columbia	2	5			1	16.7
Sauk	22	15	2	1	6	26.1
Jackson	54	38	9	1	19	28.8
Juneau	20	13	1	1	7	33.3
Monroe	6	9	2		1	8.3
La Crosse	8	6	2	1	1	11.1
Trempealeau	1	1			1	-
Burnett	11	7	5		1	7.7
Washburn	2	2	2			-
Polk	13	11			6	35.3
Barron	9	14	5		2	9.5
Sawyer	124	48	19		20	23.0
Milwaukee	3	3	1		1	20.0
Miscellaneous	4	5	3		1	11.1

As indicated in Table IV, a total of 1,256 persons were either working or not working and looking for work. The remaining persons who were not working and not looking for work were asked their reasons for not looking. Chart 1 depicts the percentage distribution of the answers given to this question. Those persons whose reason for not looking for work was illness or handicap show a need for referral to rehabilitation or health services. Those persons who have given up looking because of a lack of jobs in the area could benefit from job counseling and possible training or retraining to enable them to better seek employment. The large group of homemakers indicates future potential labor force as their families outgrow their need for care.

Chart 1

Reasons Given by Persons Not Looking For Work



Another measure of need for employment services is the number of weeks worked and the income received during the past year. The survey revealed that only 20 percent of the Indians had incomes of $3,000 or more in the past year. This income included income from all sources including Retirement, ADC, General Relief as well as income from employment. As shown in Table V, over 60 percent of the persons surveyed had worked at least one week in the past year and over one-half of these had worked over 36 weeks. When weeks worked and income are compared, it becomes obvious that there are a large number of Indians working at temporary, or part-time jobs and/or for low wages. This may, in part, explain the reason so many Indians appear to change jobs frequently, job hopping. However, a check on the length of time employed on their last job reveals that most of those persons in the higher pay levels do not make frequent job changes.

TABLE V

WEEKS WORKED AND INCOME DURING PAST 12 MONTHS

Weeks Worked	Total	Income Earned Past 12 Months (Dollars)						
		0 - 500	500 - 1,000	1,000 - 2,000	2,000 - 3,000	3,000 - 5,000	5,000 +	No Response
Total	2,021	616	203	333	246	232	176	215
None	738	347	56	87	35	9	-	204
1 - 11	163	127	19	14	1	2	-	-
12 - 25	258	92	73	62	24	7	-	-
26 - 35	167	21	23	62	28	26	7	-
36 - 50	271	18	16	64	83	58	32	-
50 +	414	11	16	44	75	130	137	1
No Response	10	-	-	-	-	-	-	10

To better pinpoint the areas of low income, Table VI has been provided which shows income during the past year by county of residence. Those counties nearest the industrial area of the Fox River Valley show the largest percentage of income over $3,000, however, prime concern should be those persons with less than $3,000 income. Since many individuals with low incomes are present in all counties, it is clear that special services to the individuals must be extended to all areas. The individual records of all persons surveyed have been returned to the WSES office which serves their area as indicated on the map on page 3, for use by WSES in providing needed services.

TABLE VI

Income Earned Past 12 Months by County of Residence

County of Residence	Total	Income Earned Past 12 Months (Dollars)						
		No Response	0 - 500	500 - 1,000	1,000 - 2,000	2,000 - 3,000	3,000 - 5,000	5,000 +
Total	2,021	215	616	203	333	246	232	176
Bayfield	169	17	60	12	25	20	26	9
Ashland	144	10	57	14	30	15	13	5
Brown	290	49	59	21	39	33	43	46
Outagamie	356	26	120	35	50	32	31	62
Shawano	242	30	70	31	30	20	33	28
Marathon	20	2	6	1	5		2	4
Waupaca	1	1						
Adams	19	3	3	4	3	3	3	
Clark	1				1			
Wood	9	3	2	1	2			1
Forest	101	4	44	11	20	9	12	1
Oneida	4		2	1		1		
Vilas	154	1	51	13	20	42	20	7
Columbia	7			1		4	1	1
Sauk	40	9	3	9	8	5	6	
Jackson	102	10	39	13	21	9	8	2
Juneau	35	9	2	7	9	2	5	1
Monroe	17	2	3	1	2	2	4	3
La Crosse	17	6	1	3	2	2	2	1
Trempealeau	2	1		1				
Burnett	23	3	8		9	1	2	
Washburn	6		3	1	1		1	
Polk	24	8	7	2	5	1	1	
Barron	28	1	12	2	10	1	2	
Sawyer	191	18	59	17	40	42	14	1
Milwaukee	7	1	1	1	1		1	2
Miscellaneous	12	1	4	1		2	2	2

To get a better picture of the reasons for low income in spite of a substantial number of weeks worked per year, we have included data on the primary occupations and industry of employment. Considerable numbers of the men were employed in forestry and fishing, construction labor and material handling occupations while the women were employed in service occupations and bench assembly work. Most of these jobs were at a low skill level in occupations which traditionally pay low wages. This shows a definite need for upgrading of skills by training or retraining and through a vigorous program of job counseling to create an awareness of the job potential which exists in today's labor market. The primary occupational group by age and sex of all the registrants is shown in Table VII.

TABLE VII

PRIMARY OCCUPATION BY SEX AND AGE GROUP

Primary Occupational Group	Total	Percent of Total	Male					Female				
				Age Group					Age Group			
			Total	16-21	22-44	45-64	65+	Total	16-21	22-44	45-64	65+
Total	2,021	100.0	1,018	230	419	283	86	1,003	217	457	281	48
Professional	13	0.6	2	-	1	1	-	11	1	7	3	-
Managerial	28	1.4	19	4	7	7	1	9	-	4	5	-
Clerical and Sales	83	4.1	15	3	6	5	1	68	18	43	7	-
Service	305	15.1	75	35	15	17	8	230	49	96	77	8
Farm-Fishery-Forestry	169	8.4	135	20	42	54	19	34	6	12	16	-
Processing	121	6.0	67	8	37	17	5	54	10	28	16	-
Machine Trade	125	6.1	101	12	60	25	4	24	5	14	5	-
Bench Work	231	11.4	73	12	45	13	3	158	22	102	33	1
Structural Work	208	10.3	199	16	107	69	7	9	2	7	-	-
Miscellaneous	183	9.1	154	20	77	50	7	29	1	20	8	-
None	555	27.5	178	100	22	25	31	377	103	124	111	39

The industrial affiliation as shown in Table VIII shows a higher concentration of persons in manufacturing and construction than for the state as a whole. This is an indication that these types of employment are available either on the reservation or at good wages within commuting distance. Participation in the trade, finance, insurance and real estate industries is much below state averages and clearly indicates the lack of these facilities in reservation areas. Since wages in these industries tend to be lower than in manufacturing, commuting to jobs outside the area does not occur to any extent. Agricultural jobs are mostly seasonal farm work and much of the government employment is on public works and work experience programs as laborers. Service industry employment is composed of a large number of resort and tourist summer maintenance and service occupations.

TABLE VIII

INDUSTRY GROUP OF EMPLOYMENT BY SEX AND AGE GROUP

INDUSTRY GROUP	TOTAL	PERCENT OF TOTAL	MALE						FEMALE					
			AGE GROUP						AGE GROUP					
			TOTAL	PERCENT OF TOTAL	16-21	22-44	45-64	65+	TOTAL	PERCENT OF TOTAL	16-21	22-44	45-64	65+
TOTAL	2,021	100.0	1,018	100.0	230	419	283	86	1,003	100.0	217	457	281	48
AGRICULTURE	104	5.2	69	6.8	7	21	27	14	35	3.5	3	16	16	-
CONSTRUCTION	141	7.0	136	13.4	11	71	48	6	5	0.5	-	4	1	-
MANUFACTURING	611	30.2	357	35.1	47	202	89	19	254	25.3	40	164	49	1
TRANSPORTATION AND UTILITIES	41	2.0	36	3.5	2	20	12	2	5	0.5	-	5	-	-
WHOLESALE AND RETAIL TRADE	116	5.7	45	4.4	5	20	19	1	71	7.1	9	43	19	-
FINANCE, INSURANCE AND REAL ESTATE	7	0.3	2	0.2	-	2	-	-	5	0.5	1	4	-	-
SERVICE	233	11.5	54	5.3	12	17	22	3	179	17.8	25	72	75	7
GOVERNMENT	211	10.5	140	13.7	46	44	41	9	71	7.1	36	25	9	1
NONE	557	27.6	179	17.6	100	22	25	32	378	37.7	103	124	112	39

Educational achievement level is a very important factor in employability. It is necessary in determining the complexity of training programs to be offered. The increasing emphasis which has been placed on education in recent years has resulted in a much higher level of education for all persons under age 44. This was also found to be true among the Indians. Over 60 percent had over nine years of education and nearly 85 percent had at least completed eighth grade. These percentages compare very favorably with the overall northern Wisconsin rural population.

The alarming fact shown in Table IX is the still rather large number of men that are not acquiring more than an eighth grade education. The lack of desire and the pressure to help provide family support, because of the low income of the parents, has led to this school drop-out problem as shown in Table X. Any effective program to reduce the school drop-out problem will have to have some part of it that will provide for a general increase in family income as well as emphasis on the importance of education.

TABLE IX

EDUCATIONAL LEVEL BY SEX AND AGE GROUP

EDUCATIONAL GRADE LEVEL	TOTAL	PERCENT OF TOTAL	MALE						FEMALE					
			AGE GROUP						AGE GROUP					
			TOTAL	PERCENT OF TOTAL	16-21	22-44	45-64	65+	TOTAL	PERCENT OF TOTAL	16-21	22-44	45-64	65+
TOTAL	2,021	100.0	1,018	100.0	230	419	283	86	1,003	100.0	217	457	281	48
0 - 7	306	15.1	184	18.1	6	46	86	46	122	12.2	2	27	71	22
8	467	23.1	255	25.0	21	104	105	25	212	21.1	9	78	107	18
9 - 11	689	34.1	319	31.3	122	136	52	9	370	36.9	124	179	63	4
12	495	24.5	235	23.1	76	120	36	3	260	25.9	72	153	32	3
OVER 12	64	3.2	25	2.5	5	13	4	3	39	3.9	10	20	8	1

As was pointed out in the previous paragraph, the largest number of youth who leave school prior to graduation do so to find work or because they lack interest in school. Other factors which are also important are marriage, problems in school and problems with the family. School problems reportedly stemmed from the emphasis in today's schools on pre-college work rather than vocational training and a lack of pre-school training and motivation. Family problems range from the inability of the parents to provide transportation or proper clothing to actual discouragement of the youth in the respect for and value of education. A sizable number of older persons considered graduation from eighth grade as their maximum educational goal.

TABLE X

School Status and Reasons for Leaving School

School Status			Total	Educational Level				
				0-7	8	9-11	12	Over 12
Total			2,021	306	467	689	495	64
Currently in School			255	-	14	171	62	8
Out of School			1,766	306	453	518	433	56
Reasons For Leaving		Graduated	552	-	112	-	402	38
		Work or Service	531	142	174	196	13	6
		No Interest	257	46	82	123	6	-
		School Problems	112	46	22	46	2	2
		Family Problems	128	39	26	61	2	-
		Marriage	122	22	24	63	6	7
		Other	19	2	9	5	2	1
		No Response	45	15	4	24	-	2

The percentage of persons, with 12 or more years of education, who earned $3,000 or more the past year was slightly higher than those with less education. This difference would undoubtedly have been greater but for the fact that women have attained the higher educational levels. The women, bound by husband and family obligations, often cannot work or must work at low paying jobs near the family home. Also, the large number of persons in school in the 9-11, 12 and over 12 educational groups as shown in Table X reduce the percentage attaining higher income for each of these groups. Table XI shows the relationship of education and income.

TABLE XI

Income Earned Past 12 Months by Educational Level

Educational Level	Total	Income Earned Past 12 Months (Dollars)						
		0 - 500	500 - 1,000	1,000 - 2,000	2,000 - 3,000	3,000 - 5,000	5,000 +	No Response
Total	2,021	616	203	333	246	232	176	215
Percent of Total	100.0	30.5	10.0	16.5	12.2	11.5	8.7	10.6
0 - 7	306	72	36	71	32	47	18	30
8	467	115	53	89	67	52	48	43
9 - 11	689	275	53	103	70	68	35	85
12	495	142	53	59	71	56	66	48
Over 12	64	12	8	11	6	9	9	9

While marital status does not have a direct relationship with employment or training, it can be used to show a need for employment based on the fact that married men should be in a position to support a family. Since 75 percent of the men over 21 were married, the need for full-time employment at adequate wages is clear. The comparatively small number of divorces and separations shown by Table XII indicates close family ties. A large number of elderly family members living in the same household with the young families was revealed in the household questionnaire. This emphasizes the need to bring industry to the reservation areas instead of trying to move the Indians to the industry so that family groups can remain together.

TABLE XII

MARITAL STATUS BY SEX AND AGE GROUP

MARITAL STATUS	TOTAL	PERCENT OF TOTAL	MALE AGE GROUP					FEMALE AGE GROUP				
			TOTAL	16-21	22-44	45-64	65+	TOTAL	16-21	22-44	45-64	65+
TOTAL	2,021	100.0	1,018	230	419	283	86	1,003	217	457	281	48
MARRIED	1,234	61.0	605	13	307	223	62	629	44	349	211	25
DIVORCED	59	2.9	30	1	10	14	5	29	-	19	8	2
SEPARATED	64	3.2	20	-	10	9	1	44	1	31	12	-
NEVER MARRIED	572	28.3	336	214	89	29	4	236	171	52	10	3
WIDOWED	92	4.6	27	2	3	8	14	65	1	6	40	18

To provide a basis for planning education and training programs, all persons surveyed with the individual questionnaire were asked about their interest in continuing their academic education and interest in training. Table XIII shows that 257 persons or 13 percent desired full-time education. Most of these persons were currently in school but only a personal contact with each individual can determine any possible assistance these people may need in achieving their goal. An additional 27 percent wanted to continue their education on a part-time basis. Again, only personal contact can determine the feasibility of accomplishing this goal.

About 22 percent of all the individuals surveyed wanted full-time training and an additional 31 percent wanted part-time training. Persons from all educational levels indicated a high interest in training, especially those persons with 9-11 years of school.

TABLE XIII

Interest in Continuing Education or Training

Educational Level	Interested in Education		Interested in Training	
	Full-Time	Part-Time	Full-Time	Part-Time
Total	257	555	446	620
0 -7	4	47	30	80
8	21	117	93	139
9 - 11	143	246	191	230
12	73	125	120	160
Over 12	16	20	12	11

Table XIV shows the county of residence for all persons desiring training. This table can be useful in planning training sites. The next table provides information on the most desired types of training. By considering this information, training programs can be planned. Interest in training for specific occupations by county can be found in the Appendix and the individual records are on file in the WSES office that serves the area. The fact that over three-fourths of those interested in training are under age 45, as shown in Chart 2 next page, means that there is great potential for job improvement through training.

TABLE XIV

Desire for Training by County of Residence

County of Residence	Desire Training		County of Residence	Desire Training	
	Full-Time	Part-Time		Full-Time	Part-Time
Total	446	620	Columbia	3	
Bayfield	37	41	Sauk	10	12
Ashland	54	31	Jackson	32	24
Brown	39	115	Juneau	12	6
Outagamie	32	108	Monroe	4	4
Shawano	59	73	La Crosse	4	3
Marathon	3	9	Trempealeau	1	1
Waupaca		1	Burnett	6	11
Adams	1		Washburn	3	
Clark		1	Polk	13	8
Wood	4	2	Barron	8	12
Forest	36	19	Sawyer	40	69
Oneida	3		Milwaukee		3
Vilas	34	64	Miscellaneous	1	

CHART 2

Age Distribution of Persons Interested in Training

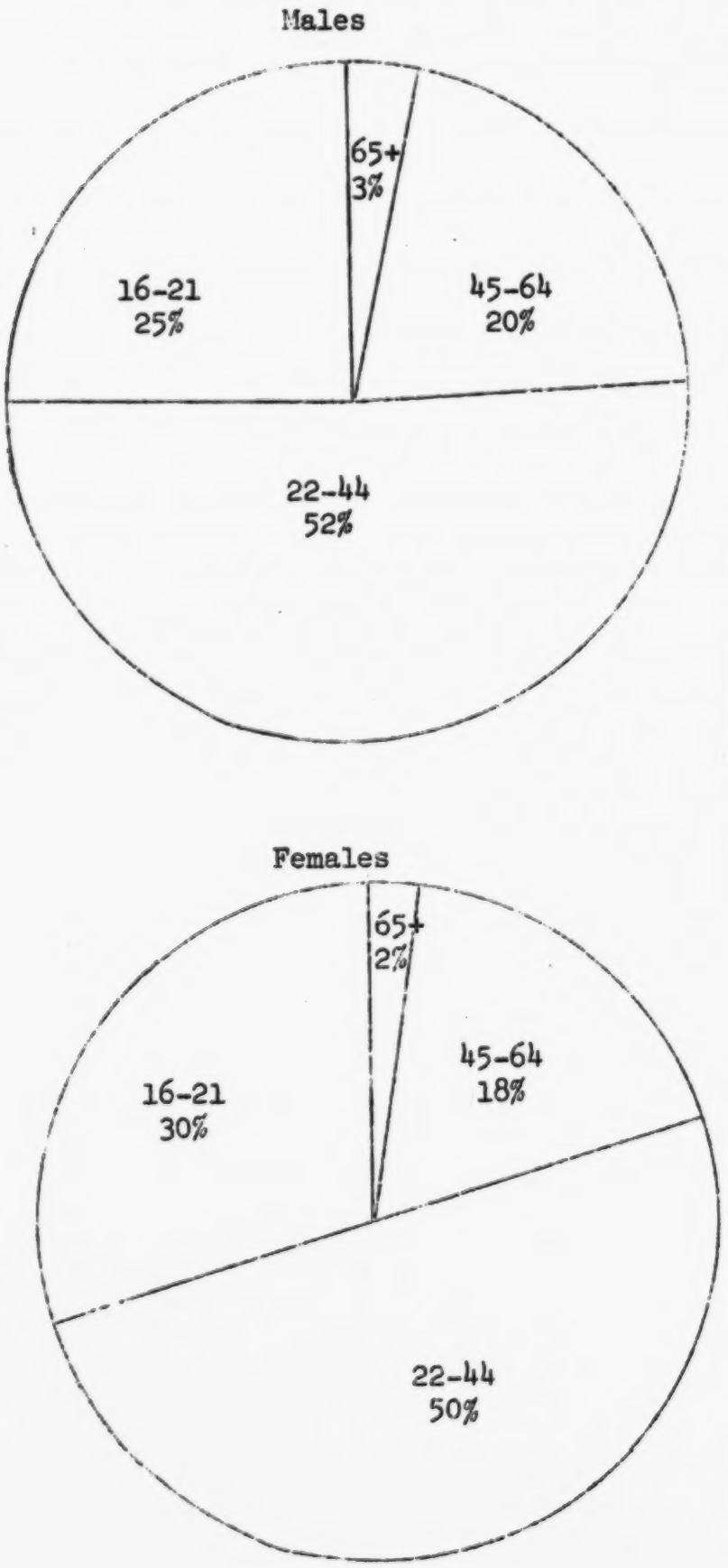


TABLE XV

Most Desired First Choices for Training

Training Occupation	Number Interested
Nurse Aides	121
Secretarial and Clerical	118
Vehicle Mechanics	69
Metal Machining	63
Arc Welders	51
Heavy Equipment Operators	44
Carpenters	41
Cosmetology	39
Fabrication of Metal Parts	39
Medical Technology Occupations	25
Upholstering	19
Data Processing	16
Dressmakers	15
Metal Fabricating	15
Bookkeeping	14
Auto Bodymen	10
Radio & TV Repair	9
Cabinetmakers	9
Practical Nurses	6

The willingness of persons to move or the distance willing to commute for work determines the number and type of jobs which are available to them. Since most reservation areas do not have sufficient industry to employ all those wanting to work, many of the residents must commute to other areas or consider moving to industrial centers. The present trend toward decentralization of industry and the establishment of Community Industrial Development groups to assist in obtaining industry in smaller communities throughout the state should be of great interest to Indians. All the Tribal areas should be considering either the formation of their own industrial development group or becoming active in industrial development groups now established or being established in nearby communities. Table XVI indicates limited interest to commute over 20 miles for work. Over 50 percent will not, or cannot, commute for work and an additional 38 percent will not commute over 20 miles one way. This means that industrial development must occur in or near the Indian areas or have a wage scale high enough to encourage commuting longer distances.

Over one-fourth of all the persons surveyed indicated a willingness to move. A number of these were presently employed so it would appear that the lure of higher wages provides the incentive to move. However, many of them do not move because they lack the education or skills needed to command good wages, the necessary funds to relocate, the knowledge of the job market, or because they do not want to live apart from other Indians.

TABLE XVI

Willingness to Move or Commute for Work

County of Residence	Total	Willing to Move	Distance Willing to Commute One Way Daily				
			0-10	11-20	21-30	30+	None
Total	2,021	566	483	281	109	103	1,045
Bayfield	169	37	25	10	13		121
Ashland	144	30	51	12	3	15	63
Brown	290	82	133	40	8	2	107
Outagamie	356	56	58	115	10	6	167
Shawano	242	70	20	11	22	8	181
Marathon	20	6	9	3	3	3	2
Waupaca	1		1				
Adams	19	11	2	2	1	3	11
Clark	1			1			
Wood	9	4	3	1	1		4
Forest	101	36	17	9	8	27	40
Oneida	4	2					4
Vilas	154	47	41	8		2	103
Columbia	7	2			2		5
Sauk	40	13		1	1	1	37
Jackson	102	31	44	5	5	10	38
Juneau	35	11		1	1	6	27
Monroe	17	6	12			2	3
La Crosse	17	4	3				14
Trempealeau	2					2	
Burnett	23	13	12	2	2	4	3
Washburn	6	3	2	2			2
Polk	24	17	2	7	4	1	10
Barron	28	8	12	2	1		13
Sawyer	191	72	34	47	23	11	76
Milwaukee	7	4		1	1		5
Miscellaneous	12	1	2	1			9

APPENDIX

1697

PART ONE

TRIBAL COUNCIL HOUSEHOLD SURVEY

ONE FORM TO BE COMPLETED FOR EACH HOUSEHOLD

HOUSEHOLD NUMBER _____

A. RURAL ROUTE _____ CITY _____ TOWNSHIP _____

STREET ADDRESS _____ COUNTY _____

B. NAMES OF ALL MEMBERS OF HOUSEHOLD-INCLUDE ALL PERSONS USUALLY LIVING AT THE ABOVE ADDRESS EVEN IF THEY ARE ABSENT. (LAST) (FIRST) (1)	(2) RELATIONSHIP TO HEAD OF HOUSEHOLD — WIFE-SON-DAUGHTER-LODGER-IN-LAW	(3) SEX 1.MALE 2.FEMALE	(4) AGE	(5) PHYSICAL HANDICAPS 1.YES 2.NO	(6) HIGHEST GRADE OF SCHOOL COMPLETED 1.0-8 2.9-12 3.13+ 4.STUDENT 5.UNDER SCHOOL AGE	(7) ARMED FORCES STATUS 1.VET 2.1-A 3.IN-SERVICE 4.NOT APP.	(8) MARITAL STATUS 1.MARRIED 2.DIVORCED 3.SEPARATED 4.NEVER MARRIED	(9) INDIVIDUAL QUESTIONNAIRE COMPLETED 1.YES 2.NO
1.								
2.								
3.								
4.								
5.								
6.								
7.								
8.								
9.								
10.								
11.								
12.								
13.								
14.								
15.								

NUMBER OF VISITS NECCESSARY TO COMPLETE _____ NAME OF INTERVIEWER _____ DATE _____

31

Part Two

INDIVIDUAL CHARACTERISTICS

To be Completed for all Persons 16 Years of Age and Over

Household Number _____ (From Page One) 1-2-3-4

Occupant Number _____ (From page one) 5-6

County Number _____ 7-8

Township Number _____ 9-10

1. Name _____ (Last) _____ (First) _____ (Middle Initial)

2. Address _____ (Rural Route or Street) _____ (City) _____ (State) _____ (Zip Code)

3. Social Security Number _____ _____ _____

4. Sex (11) 1 ☐ Male 2 ☐ Female

5. Age _____ Leave Blank ☐☐ 12 13

6. Marital Status (14) 1 ☐ Married 2 ☐ Divorced 3 ☐ Separated 4 ☐ Never Married

7. Currently In School (15) 1 ☐ Yes 2 ☐ No

8. Highest Grade of School Completed (16) 1 ☐ 0-7 2 ☐ 8 3 ☐ 9-11 4 ☐ 12 5 ☐ Over 12

9. Reason for Leaving School (17) 1 ☐ Graduated 2 ☐ Work 3 ☐ Married 4 ☐ School Problems 5 ☐ Family Problems 6 ☐ No Interest

10. Primary Source of Income (18) 1 ☐ Private Employment 2 ☐ Public Assistance 3 ☐ Retirement 4 ☐ Other Family Member

11. Number of Weeks Worked Past 12 Months _____ Leave Blank ☐☐ 19 20

12. Amount of Income Past 12 Months (21) 1 ☐ 0-$500 2 ☐ $500-$1000 3 ☐ $1000-$2000 4 ☐ $2000-$3000 5 ☐ $3000-$5000 6 ☐ Over $5000

13. Current Employment Status (22) 1☐Not Working 2☐Working Part-time 3☐Working Full-time

14. If Working: Average Weekly Earnings $_____ Leave Blank ☐☐☐ (23 24 25)

15. If Not Working Are You: (26) 1☐Looking for Work 2☐Not Looking

16. If You Are Not Looking, Why? (27) 1☐Working 2☐In School 3☐Keeping House 4☐Retired 5☐Physical Handicap 6☐Illness 7☐No Work In Area 8☐No Desire

17. Would You Accept Work If Any of the Following Were Provided? (28) 1☐Child Care 2☐Training 3☐Transportation 4☐Special Shifts

18. Are You Currently Registered With WSES For Work? (29) 1☐Yes 2☐No

19. Would You be Interested In Continuing Your Education? (30) Full-time 1☐Yes Part-time 2☐Yes 3☐No

20. Would You be Interested In Job Training? (31) Full-time 1☐Yes Part-time 2☐Yes 3☐No

21. How Far Would You Commute One Way Daily for Training? (32) 1☐0-10 mi. 2☐11-20 mi. 3☐21-30 mi. 4☐Over 30 mi.

22. Would Leave This Area for Several Months for Training? (33) 1☐Yes 2☐No

23. In What Occupations Would You Want Training? (List In Order of Preference) 1. _____ 2. _____ 3. _____ Leave Blank ☐☐☐ (34 35 36) ☐☐☐ (37 38 39) ☐☐☐ (40 41 42)

24. Would You be Willing to Move For Work? (43) 1☐Yes 2☐No

25. Where Would You Want to Move For Work? _____ City _____ State Leave Blank ☐☐ (44 45) ☐☐ (46)

26. Would You be Interested In Any of the Following Jobs? (47)
1 ☐ Crop Harvest Work
2 ☐ General Farm Work
3 ☐ Summer Canning Factory Work
4 ☐ Not Interested

27. How Far Would You Commute One Way Daily For Work? (48)
1 ☐ 0-10 mi.
2 ☐ 11-20 mi.
3 ☐ 21-30 mi.
4 ☐ Over 30 mi.

WORK HISTORY

28. Your Present Job or Last Job:

Firm Name _____

Address _____

Kind of Business _____

Job Duties Performed _____

_____

_____

Leave Blank Sic Code	
49	50

Leave Blank Dot Code		
51	52	53

Employed From Mo. _____ Yr. _____ (54-57) to Mo. _____ Yr. _____ (58-61)

Wages _____ (62-64)
Hour ☐
Week ☐ (Check One)
Month ☐

Reason for Leaving: (65)
1 ☐ Still Employed
2 ☐ Another Job
3 ☐ Indefinte Layoff
4 ☐ Temporary Layoff
5 ☐ Moved
6 ☐ Firm Closed
0 ☐ Husband Moved
7 ☐ Dissatisfied With the Job
8 ☐ Dissatisfied With the Foreman
x ☐ Raise a Family
9 ☐ Discrimination Because of Race

29. Longest Job Ever Held:

If This is Your Present Job Check Here ☐ (66)

Firm Name _____

Address _____

Kind of Business _____

Job Duties Performed _____

_____

_____

Leave Blank Sic Code	
67	68

Leave Blank DOT Code		
69	70	71

Employed From Mo. _____ Yr. _____ (72-75) to Mo. _____ Yr. _____ (76-79)

(Con't No. 29)

Reason for Leaving: (80)

1 ☐ Another Job
2 ☐ Indefinte Layoff
3 ☐ Temporary Layoff
4 ☐ Moved
5 ☐ Dissatisfied With the Job
6 ☐ Dissatisfied With the Foreman
7 ☐ Discrimination Because of Race

First Choice for Training by County
Green Bay Area

Occupation	Total	County				
		Brown	Outagamie	Shawano	Marathon	Waupaca
Electrical Engineering	1		1			
Mechanical Engineering	2	1		1		
Draftsman	8	5	1	1	1	
Registered Nurse	6	4		2		
Medical Technology	1				1	
Misc. Medical Technology	13	3	5	3	2	
Education Occupation	5	2	3			
Clergyman	1	1				
Artistic Occupation	6	2		4		
Administrator Misc.	1			1		
Wholesale, Retail Trade Mgr.	1	1				
Welfare Work	9	1	5	2	1	
General Clerical Occupation	13	5	6	2		
Secretary	6	2	2	1	1	
Stenographer	1	1				
Typist	1	1				
File Clerk	1			1		
Misc. Stenographic	7	3	1	3		
Bookkeeper	6	1	1	3	1	
Cashier	1	1				
A.D.P. Equipment Operator	8	4	3	1		
Post Office Clerks	6	1	5			
Collector	1			1		
Misc. Clerical	1			1		
Salesman	1			1		
Merchandising Occupation	1	1				
Nursemaid	1			1		
Hostess	3	2		1		
Waitress	1			1		
Cook, Misc.	2	1		1		
Kitchen Worker	1			1		
Barber	1			1		
Cosmetology	21	5	9	7		
Practical Nurse	6		3	2	1	
Nurse Aides	34	19	7	6	1	1
Animal Care	1			1		
Protective Service	1				1	
Janitor	1		1			
Elevator Operator	1				1	
Plant Farming	3			3		

(Continued)

Occupation	Total	County				
		Brown	Outagamie	Shawano	Marathon	Waupaca
General Farming	1	1				
Forestry Work	7	1		6		
Hunting & Trapping	1			1		
Foundry Occupation	2	1	1			
Food Processing	3	2	1			
Machinist	22	8	6	7	1	
Metal Machining	1	1				
Vehicle Mechanics	32	10	10	12		
Air Craft Mechanic	1			1		
Engine Mechanic	2	1		1		
Business Mach. Repair	1	1				
Utility Repairman	4		2	2		
Misc. Mechanic	1	1				
Knitting Occupation	1			1		
Jewelry Repair (Handicraft)	15	7	4	4		
Radio-TV Repair	7	2	4	1		
Appliance Repair	1		1			
Electronic Assembly	8	3	1	3	1	
Fabrication Jewelry	4	1	1	2		
Fabrication Ammunition	1		1			
Painter	1	1				
Bench Carpenter	1			1		
Upholstering	11	5	4	2		
Hand Sewers	1	1				
Dressmakers	10	5	2	2	1	
Sewing Machine Operator	6	1	3	2		
Riveters	7	5	2			
Tinsmith	3	2	1			
Auto Bodyman	5	2	1	2		
Arc Welders	8	2	1	5		
Building Wiring	1	1				
Excavating & Grading	19	8	7	4		
Carpenter	11	1	4	6		
Mason	4	2	1	1		
Plumber	1	1				
Trailer-Truck Driver	2	2				
Misc. Transportation	2	1		1		
Packaging Occupation	2	1		1		

First Choice for Training by County
Superior Area

Occupation	Total	County				
		Barron	Burnett	Polk	Washburn	Sawyer
Electrical Engineering	2		1			1
Draftsman	5					5
Registered Nurse	3		2		1	
Misc. Medical Technology	1			1		
Art Occupations	1		1			
Forestry Manager	1					1
Welfare Work	2	1		1		
General Clerical Occupations	14		1		1	12
Secretary	4	2				2
Stenographer	5			1		4
Typist	1		1			
Misc. Stenographer	2					2
Bookkeepers	2	1	1			
Nursemaid	1		1			
Hostess	10					10
Waitress	1					1
Misc. Cook	5	1				4
Cosmetology	9		1	2		6
Nurse Aides	27	4	4	3		16
Plant Farming	1		1			
Machinist	13			2		11
Vehicle Mechanic	8		2	3		3
Engine Mechanic	1					1
Typesetter	1					1
Cabinetmaker	1					1
Jewelry Repair (Handicraft)	2					2
Electronic Assembly	3					3
Upholstering	4					4
Dressmaker	4		1			3
Metal Fabricating	3					3
Auto Bodyman	1					1
Arc Welder	14	2	1	3		8
Soldering Occupations	2					2
Electrical Assembly	2					2
Excavating & Grading	2		1			1
Carpenter	13	4		4	1	4

First Choice for Training by County
Ashland Area

Occupation	Total	County	
		Ashland	Bayfield
Mechanical Engineering	1	1	
Social Science	1	1	
Medical Technology	1	1	
Misc. Medical Technology	1	1	
Education Occupations	2		2
Art Occupations	1		1
Welfare Work	2		2
General Clerical Work	11	9	2
Secretary	3	3	
Stenographer	1	1	
Misc. Stenographer	4	1	3
Bookkeeper	1	1	
A.D.P. Equipment Operators	1	1	
Misc. Clerical	1	1	
Housekeeping	2		2
Nursemaid	1		1
Hostess	1		1
Waitress	1		1
Nurse Aides	21	8	13
Plant Farming	1	1	
Forestry Work	1		1
Machinist	5	3	2
Metal Machining	1		1
Vehicle Mechanics	9	1	8
Engine Mechanics	4	1	3
Cabinetmakers	6	1	5
Jewelry Repair (Handicraft)	6	5	1
Radio-TV Repair	1	1	
Dressmaker	1		1
Sewing Machine Operators	2	2	
Misc. Bench Work	1		1
Arc Welders	9	5	4
Excavating & Grading	10	8	2
Carpenters	6	2	4
Plumbers	1		1
Misc. Structural Work	1		1

First Choice for Training by County
Rhinelander Area

Occupation	Total	County		
		Forest	Oneida	Vilas
Mechanical Engineering	2	1		1
Registered Nurse	2	1		1
Misc. Medical Technology	1			1
Education Occupations	2			2
Art Occupations	1	1		
Occupations in Sports	1			1
Inspector & Investigator	1			1
Misc. Managerial	1	1		
General Clerical	1			1
Secretary	2			2
Stenographer	2			2
Typist	8	1		7
Misc. Stenographic	1			1
Bookkeeper	4			4
A.D.P. Equipment Operators	5	3	1	1
Production Clerk	1			1
Telephone Operator	1	1		
Sales Clerk	2			2
Hostess	2			2
Waitress	6			6
Barber	2	1		1
Cosmetology	2			2
Nurse Aides	24	14		10
Misc. Personal Service	1	1		
Protective Service Occupation	1	1		
Forestry Occupations	1	1		
Cook	1			1
Machinist	12		1	11
Toolmaker	4	1		3
Metal Machining	1	1		
Vehicle Mechanic	9	4	1	4
Utility Repairman	2	2		
Cabinetmaker	1	1		
Jewelry Repair (Handicraft)	6	1		5
Electronic Assembly	1	1		
Jewelry Fabrication	1	1		
Painter	1			1
Footwear Fabrication	1	1		
Metal Fabrication	1			1
Auto Bodyman	3	2		1
Arc Welders	8	4		4
Electrical Assembly	2			2
Construction Painter	2	1		1
Excavating & Grading	5	3		2
Carpenter	6	1		5
Mason	3	1		2
Plumber	2			2
Darkroom Work	1	1		